

**TENTATIVE AGREEMENT  
BETWEEN THE CITY OF CHINO AND THE TEAMSTERS LOCAL 1932 PROFESSIONAL,  
TECHNICAL AND CLERICAL UNIT REGARDING UNIFORM ALLOWANCE**

The current Memorandum of Understanding ("MOU") between the City of Chino ("City") and the Teamsters Local 1932 Professional, Technical and Clerical Unit ("Teamsters PTC"), adopted by City Council Resolution No. 2023-051 covering the period of July 1, 2023 through June 30, 2025, expired on June 30, 2025. The parties continue to negotiate a successor MOU. In the meantime, the City and Teamsters PTC have reached a separate tentative agreement addressing California Public Employees' Retirement System (CalPERS) reporting issues for the uniform allowance benefit currently covered by the MOU that they seek to implement immediately and eventually incorporate in any successor MOU.

By way of background, the City was contacted by CalPERS via email on or about April 28, 2025 to verify the pay rates and special compensation for a retiree of the City regarding the employee's Uniform Allowance benefit. CalPERS requested a copy of the MOU between the City and Teamsters PTC for the period covering FY 2023-24. Upon review of the MOU between the City and Teamsters PTC, which covers this period, it was discovered the language pertaining to pre-existing Uniform Allowance benefit was inadvertently removed from the Teamsters PTC MOU 2023-25. The City verified the past and still current practice is to report to CalPERS the monetary value associated with providing and maintaining required employee uniforms.

The City and Teamsters PTC informally met, discussed and agreed to a Tentative Agreement to amend the Teamsters PTC MOU 2023-25 to include the pre-existing language covering Uniform Allowance benefit and to meet CalPERS requirements for same. However, the MOU has since expired and cannot be amended after expiration. Accordingly, the parties intend by this written Tentative Agreement for all parties to ratify the past and current practice regarding the Uniform Allowance benefit for the designated Teamsters PTC represented employee classifications and have the City Council approve, adopt and make effective same per the terms of this Tentative Agreement.

The Tentative Agreement shall include the adoption of the following written benefit ratified back to July 1, 2023, which will also be added to the successor Teamsters PTC MOU when eventually drafted and adopted, as follows:

**Article 47. UNIFORMS FOR CODE COMPLIANCE INSPECTORS, BUILDING INSPECTORS,  
PUBLIC WORKS INSPECTORS, COMMUNITY SERVICES STAFF AND STOREKEEPER**

The City will report to CalPERS the monetary value for providing and maintaining the employee's required uniforms. The uniform allowance reported will be derived from the City's total calendar year costs for providing and maintaining the employees' uniforms, not to exceed \$1,000 per fiscal year per employee, and will be reported on a bi-weekly basis.

This Tentative Agreement represents all terms negotiated and agreed upon by the parties related to the payment of Uniform Allowance. All parties understand and acknowledge that there are no other agreements between them (oral, implied or written), other than as written here or as contained in the continuing terms and conditions of employment set forth in the Teamsters PTC 2023-25 MOU between the Association and the City.

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**IT IS SO AGREED:**

City of Chino

  
By: Terry Doyle, Director of HR/RM

9-18-2025  
Date

Teamsters Local 1932 Professional, Technical  
and Clerical Unit

  
By: Andrew Coleman, Business Agent

9/17/2025  
Date